TECOM Analysis of Logistics Training and Education Gaps

23 Sep 2008
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TECOM G-3

Agenda

- Purpose
- Background
- Supporting Organizations
- Logistics T&E Continuum
- CG, TECOM Guidance
- Identified T&E Gaps
- Results of Analysis
- Recommendation
- Way Ahead

Purpose

To gain Ground Logistics Board concurrence or modification to identified Logistics Training and Education gaps

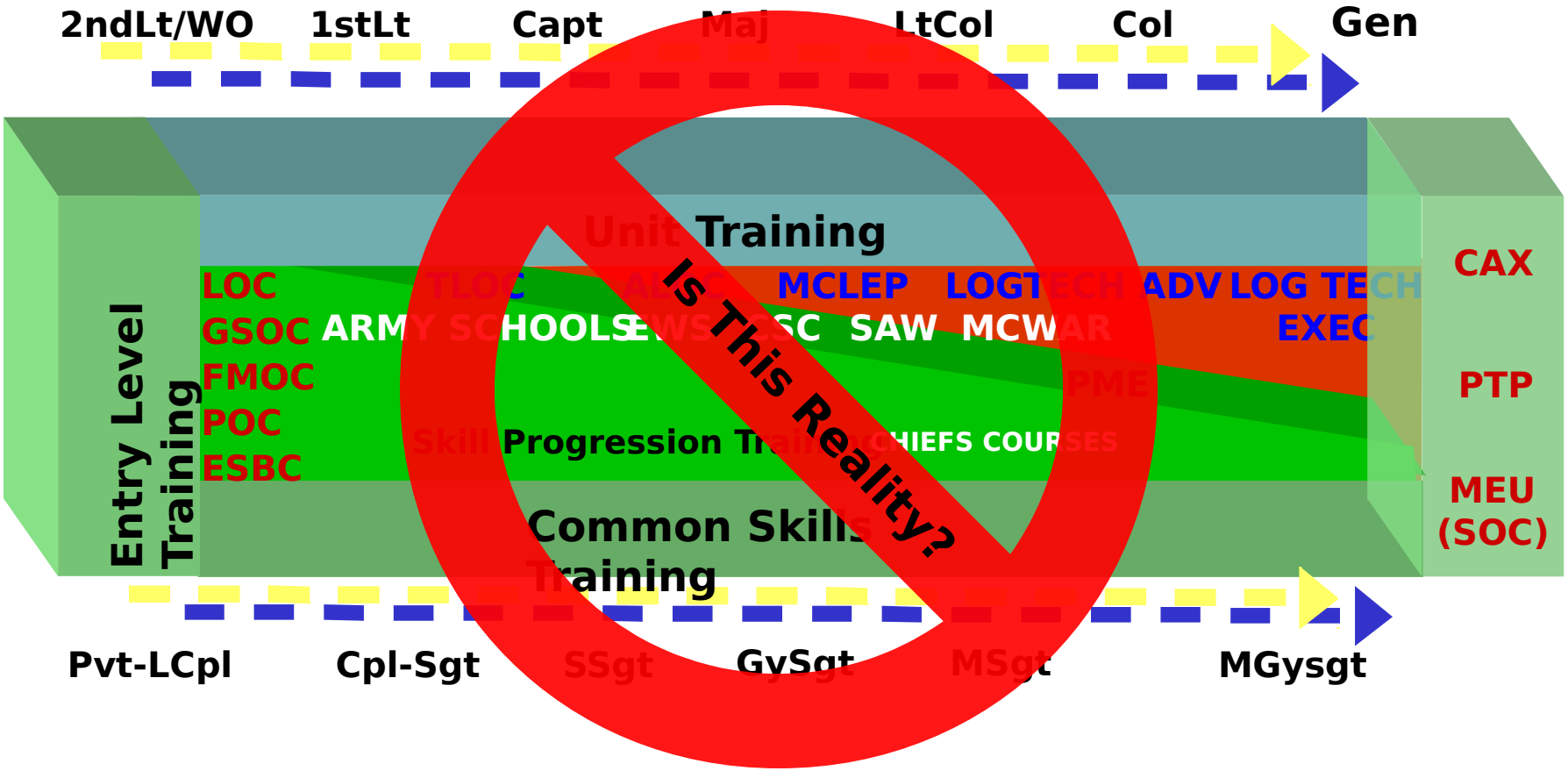
Background

- CG, TECOM concerned that disparate T&E efforts lead to ineffective logistics integration within the MAGTF
- On 28 Jul 08, CG TECOM brought together TECOM, AD/C-I&L, MARFORCOM, and OPFOR (MLG) representatives to identify gaps in the Logistics Training and Education (T&E) Continuum
- TECOM conducted mission analysis to validate perceived gaps
- Results of primary Logistics T&E analysis consolidated for this brief

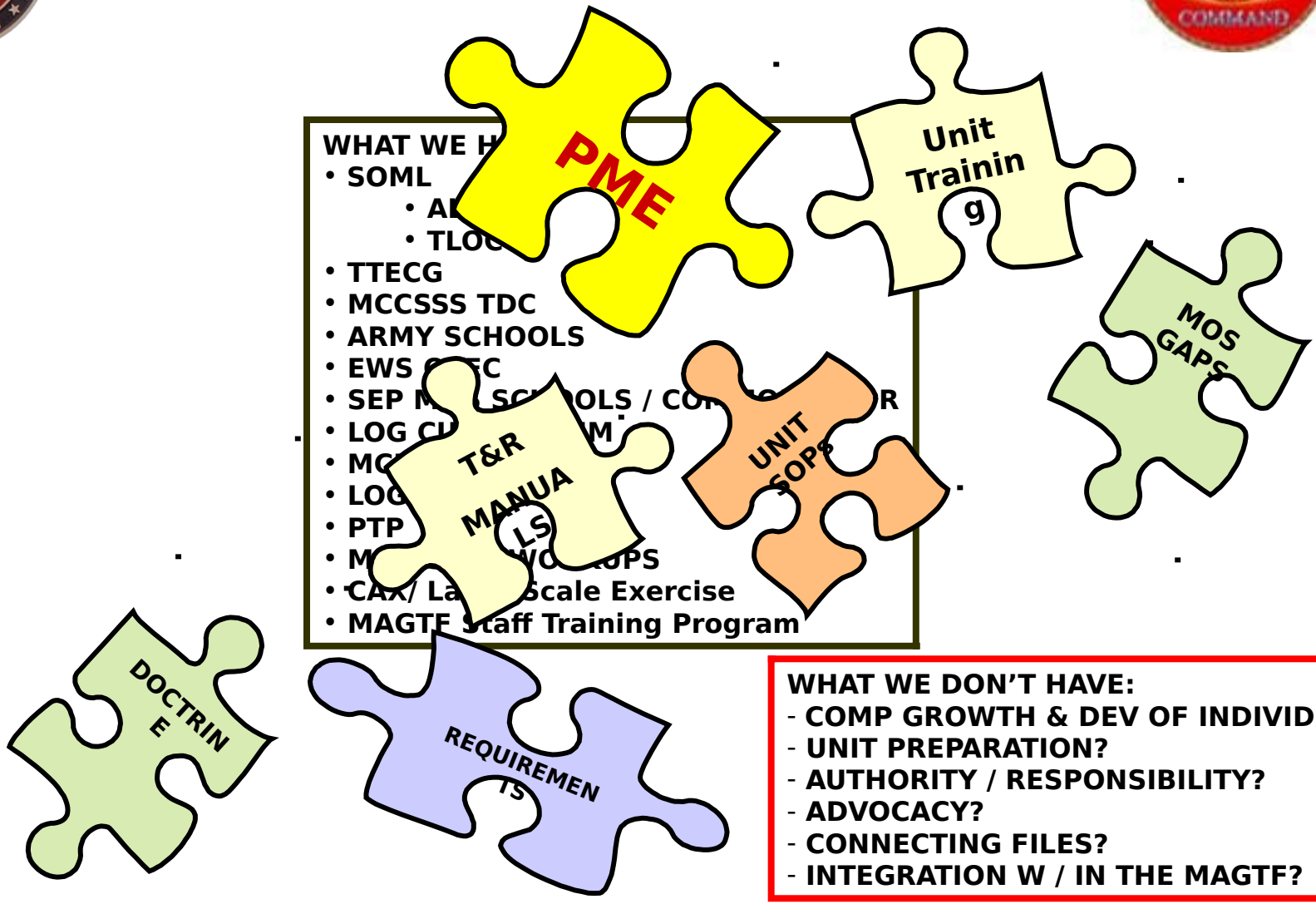
Supporting Commands

- A/DC I&L
  - LPC
  - LPV
- TECOM
  - G-3
  - GTB
  - SOML
  - MCCSS
  - MCTOG
  - MAGTFTC
- MARFORCOM
- DC CD&I
  - LID
- I MEF
  - CLR-15
- II MEF
  - CLR-27
- III MEF
  - CLR-37

Logistics T&E Continuum

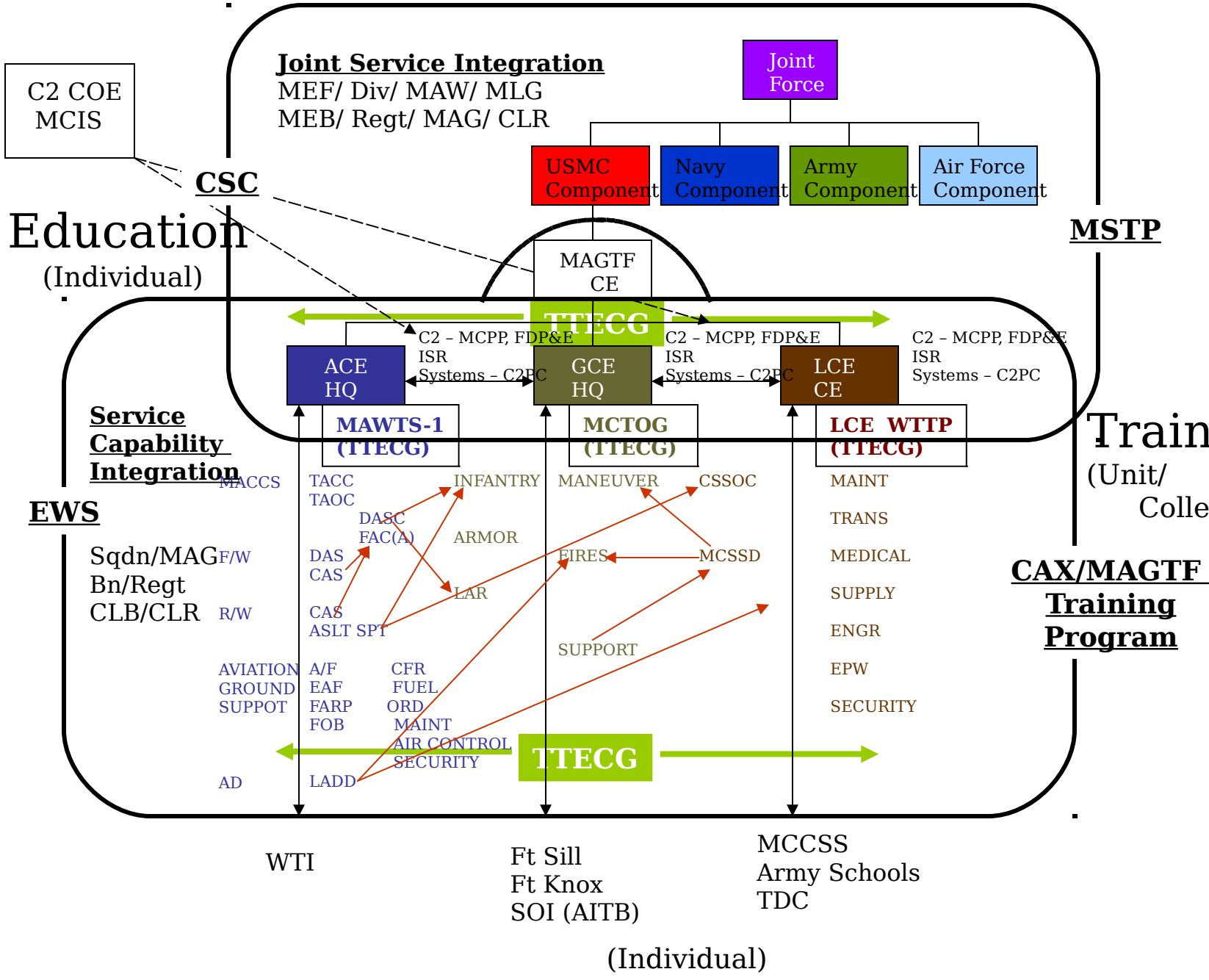


THE PROBLEM



WHAT WE H
- SOML
  - A
  - TLOC
- TTECG
- MCCSSS TDC
- ARMY SCHOOLS
- EWS C C
- SEP M SCHOOLS / CO R
- LOG CU M
- MC
- LOG
- PTP
- M OPS
- CAX/ La Scale Exercise
- MAGTF Staff Training Program

WHAT WE DON'T HAVE:
- COMP GROWTH & DEV OF INDIVIDUALS
- UNIT PREPARATION?
- AUTHORITY / RESPONSIBILITY?
- ADVOCACY?
- CONNECTING FILES?
- INTEGRATION W / IN THE MAGTF?


C2 COE
MCIS
CSC
Education
(Individual)
Joint Service Integration
MEF/ Div/ MAW/ MLG
MEB/ Regt/ MAG/ CLR
Joint Force
USMC Component
Navy Component
Army Component
Air Force Component
MSTP
MAGTF CE
TTECG
C2 – MCPP, FDP&E
ISR
Systems – C2PC
ACE HQ
GCE HQ
LCE CE
Service Capability Integration
EWS
Sqdn/MAG
Bn/Regt
CLB/CLR
MAWTS-1 (TTECG)
MCTOG (TTECG)
LCE WTTP (TTECG)
MACCS
TACC
TAOC
DASC
FAC(A)
DAS
CAS
CAS
ASLT SPT
F/W
R/W
INFANTRY
ARMOR
LAR
MANEUVER
CSSOC
FIRES
MCSSD
SUPPORT
MAINT
TRANS
MEDICAL
SUPPLY
ENGR
EPW
SECURITY
AVIATION
GROUND
SUPPOT
A/F
EAF
FARP
FOB
CFR
FUEL
ORD
MAINT
AIR CONTROL
SECURITY
AD
LADD
TTECG
Training
(Unit/
Collective
CAX/MAGTF Training Program
WTI
Ft Sill
Ft Knox
SOI (AITB)
MCCSS
Army Schools
TDC
(Individual)

CG TECOM Guidance

- Frame the problem
  - Introduce the problem and what we are seeking - individual development by step in the hierarchy of logistics
  - What are the individual and collective requirements?
  - Examine in quantifiable and detailed ways IAW the SAT process.
  - What are we currently doing and where?
  - Consider all the training venues and PME Programs.
  - ***Then, what are the gaps and possible solutions***?
- Need Advocate and OPFORs to help identify requirements and chart Way Ahead using the MCPP model
- Develop an ESC to review outputs at defined steps in the process

Identified Logistics T&E Gaps

- LCE officers and SNCO are poorly trained in operational logistics decision making

- LCE officers understand the science of Command and Control, but are unable to effectively apply the art

- LCE staff officers and SNCO are not familiar with running and operating within the LCE COC at Co, Bn, Regt, and MLG levels

Identified Logistics T&E Gaps

- Inability to interface with other elements of the MAGTF and CE
- Insufficient training is provided to effectively operate in a Joint and interagency environment
- LCE officers and SNCO are unable to effectively employ Unit Training Management

Identified Logistics T&E Gaps

- Insufficient number of logistics topics are introduced to non-logistics officers in formal PME curriculum
- There are limited opportunities for logistics officers to receive logistics-focused resident and distance learning PME
- There is a lack of General Support supply operations instruction within the 30XX MOS curriculum
- LCE officers and SNCO are poorly trained in maintaining MAGTF readiness and execution of battlefield sustainment

Results of Analysis

- ✓ Regardless of identified gaps, individual MOS skill and operational proficiency is high within the LCE

- ✓ Preponderance of identified gaps refer to shortfalls in LSE Command and Control rather than MOS/collective proficiency

Results of Analysis

- ✓ Many of the identified training shortfalls apply to the entire MAGTF and not just LCE
  - ✓ COC Operations
  - ✓ UTM
- ✓ Some perceived training gaps solely a result of current operations
  - ✓ Manning shortfalls
  - ✓ Inability to conduct MOJT due to 1:1 dwell

Results of Analysis

- ✓ Logistics T&E Continuum segmented
  - ✓ Training Continuum and Education Continuum are not well-integrated
  - ✓ Multiple parallel LOCs to Logistics Advocacy
- ✓ Individual training shortfalls are evident in poor quality LCE collective/unit training
- ✓ Insufficient Core METL-based training

Results of Analysis

- ✓ Identifying collective training gaps within the LCE is not the same as within the GCE
  - ✓ LCE collective training applies to the command and control of dissimilar MOSs and functions
  - ✓ Lack of LCE C^2 training = lack of LCE collective training
- ✓ Logistics T&E curricula and methods (formal school vs. OJT) should be reviewed frequently by OPFOR SMEs and OCCFLD sponsors
  - ✓ Changes to LCE-related curricula is driven by OCCFLD sponsors and Advocate
  - ✓ OPFORs must engage sponsors, Advocate, and LOGTECOE when T&E gaps perceived

Recommendation

- Ground Logistics Board validates and approves Logistics T&E problem set and results of analysis

- Ground Logistics Board endorses continued LCE support to TECOM-led Logistics T&E Continuum improvement efforts

Way Ahead

- TECOM establishes an Executive Steering Committee in partnership with D/C I&L
- Operational Planning Team develops COAs and mitigation steps for Ground Logistics Board-approved T&E gaps
- Executive Steering Committee decides on and approves appropriate COAs
- TECOM devises the new Logistics T&E Continuum which could include MROC decisions

Questions?